

JOB DESCRIPTION

Senior Manager, Strategic Partnerships

ABOUT TRIEC

We are TRIEC, a not-for-profit on a mission to fast-track skilled newcomers into careers, not just jobs! Canada thrives when professionals can put their education, expertise, and ambition to work. Yet too much immigrant talent gets sidelined by barriers that have nothing to do with skill. We are here to change that.

We do this by building bold, innovative solutions that connect immigrants to the labour market - and by bringing together the people who make that possible: employers, community organizations, government, and the broader ecosystem. As recognized leaders in this space, we don't just participate in the conversation - we convene it.

For employers, TRIEC is a trusted partner. We help you tap into a deep pool of immigrant talent, meet emerging workforce needs, and build workplaces where diversity and inclusion aren't just values on a wall - they're part of how you operate. From talent recruitment to retention, from professional networks to inclusive culture, we equip you with the programs and resources to get it right.

ROLE SUMMARY

The Senior Manager, Strategic Partnerships owns TRIEC's employer engagement and partnerships development function - leading TRIEC's strategic relationships across the broader public sector (BPS) while managing and directing a team of sector-focused partnerships managers who bring TRIEC's full offering to employers across the GTA. We're seeking an entrepreneurial, resourceful and solutions-focused leader who can help build this function as TRIEC grows.

This role takes a consultative, relationship-based approach to partnership building, with an ability to identify partner interests and objectives and successfully match them to TRIEC's programs, products, and funding opportunities.

Reports to: Director, Programs and Partnerships

Direct Reports:

- Manager, Partnerships (Engineering, Advanced Manufacturing, Construction & Infrastructure)
- Manager, Employer Partner Relationships & Mentor Recruitment (Financial Services, and Information and Communications Technology)
- Manager, Healthcare Pathways & Mentor Recruitment

Works closely with the Senior Manager, Learning Initiatives and Senior Manager, Strategic Communications.

Hybrid Work Arrangements: TRIEC operates on a hybrid work arrangement comprising a mix of in-office and remote work. Under this arrangement, full-time employees will be required to work in-person at the office 2 days per week.

Compensation: \$80,000 - 85,000 per year, plus employer-paid benefits package. This is a full-time, one-year contract position, which may be extended subject to funding availability.

RESPONSIBILITIES

1. Strategy & Annual Planning

- Develops and leads the organization's partnership development strategy, aligned with TRIEC's strategic direction and operational plan.
- Helps translate the annual strategy and plans into individual work plans and goals for Partnerships Development team members.

2. Strategic Partnerships — Public Sector

- Owns the end-to-end partnership development process across the broader public sector — including post-secondary institutions, professional bodies, boards of trade, government departments (provincial, federal, municipal), and immigrant-serving organizations, etc. — from prospecting and acquisition through active engagement and long-term retention.
- Acquires new institutional and government partners and connects them to TRIEC's programming and immigrant talent pool, and collaborates with Senior Leadership on coalitions and joint ventures that align new programs to economic and government priorities.
- Leads and/or supports the development of proposals that align TRIEC's programs and services to individual partner needs.
- Works with TRIEC's program and product teams to operationalize new partnerships once secured, translating agreements into active programming.

3. Team Leadership & Partnerships Development

- Owns and defines TRIEC's partnership development and engagement methodology.
- Manages, coaches, and develops the Partnerships Development team, embedding a consistent, relationship-based approach across the sector portfolio — and guides individual and team performance to meet and exceed engagement goals.
- Ensures the team keeps Salesforce records current, using pipeline data to monitor health and coach the team on conversion.
- Guides the Communications team on content — campaigns, social media, events — to attract and engage employers, and drives the partner engagement content calendar.

4. Revenue & Funding

- Proactively identifies and surfaces calls for proposals (CFPs) and funding opportunities across BPS partners and sectors.
- Drives employer grant revenue and fee-for-service opportunities across TRIEC's programs and products.

- Contributes sector insights to funding proposals, prepares and manages funder reporting and budget/cash flow for areas of responsibility.

5. Employer Advisory Committee

- Convenes and leads TRIEC's Employer Advisory Committee — employers, newcomers, and service providers — meeting at least twice yearly.
- Develops committee agendas and engagement plans with Senior Leadership.

6. Shared Across Partnerships Development Team

- Recruits volunteer mentors from corporate and ecosystem partners to support TRIEC Mentoring Partnership (TMP) matching targets.
- Supports the development and launch of new, innovative programs that expand TRIEC's capabilities.
- Represents TRIEC in thought-leadership capacities, building credibility that deepens partnerships.

7. Supervisory responsibilities

- Day-to-day supervision, coaching, and feedback for direct reports.
- Supporting professional development and building team capacity and cohesion.
- Conducting employee performance reviews.

REQUIRED SKILLS, EDUCATION AND EXPERIENCE

- Proven experience in consultative, relationship-based partnership development, with a track record of meeting or exceeding revenue and engagement goals.
- Skilled at influencing and managing relationships up to C-suite.
- Experience designing or standardizing a partnership, sales, or engagement process.
- Experience managing and coaching a team, including performance management.
- Understanding of the broader public sector, and experience building relationships within it.
- Familiarity with funding proposals, budget/revenue reporting, and CRM platforms (e.g., Salesforce).
- University degree with a minimum of 7 years of related experience, including 2+ years in people management.
- Strategic, relationship-driven thinker with strong organizational skills and attention to detail.
- Strong communicator, comfortable representing TRIEC publicly (panels, forums, podcasts, webinars).
- Understanding of — or interest in — the GTA nonprofit sector and immigrant employment ecosystem.

HOW TO APPLY

Qualified applicants are invited to submit an electronic resume and cover letter in a single MS Word file or PDF format, separated by page breaks, to Hiring Manager hr@triec.ca with the subject line: "Senior Manager — Strategic Partnerships — your name".

In your cover letter, please address the following:

- Briefly describe your experience building, coaching, or leading a team responsible for B2B partnerships development or business development, and the impact you had.
- Briefly describe your experience working within or engaging the broader public sector (government, post-secondary, boards of trade, professional bodies, etc.), and how that understanding would shape your approach to building relationships and matching TRIEC's offerings to their needs.

TRIEC uses automated tools, including artificial intelligence, to support the review of applications for this role.

DEADLINE

Applications must be submitted by email by **Friday, October 16, 2026** at 5:00 pm.

Please note: Only those applicants selected for an interview will be contacted.

TRIEC is an equal-opportunity employer and is committed to developing inclusive, barrier-free selection processes and work environments. We strive to build a culture where everyone feels welcome and can make a contribution. If contacted in relation to an employment opportunity, please advise TRIEC of any accommodations, if required, which would enable you to be interviewed in a fair and equitable manner. Information received relating to these measures will be addressed confidentially.

For more information on TRIEC please visit www.triec.ca.